

# PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

October 10, 1984

Local Union No. 1245  
 International Brotherhood of  
 Electrical Workers, AFL-CIO  
 P. O. Box 4790  
 Walnut Creek, California 94596

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

This letter confirms the Company's understanding of a settlement reached on August 5, 1984 between the Company's Negotiating Committee and Union's Negotiating Committee in the 1984 negotiations with respect to the Reprographics Section.

1. Cross Training

The Company agreed to continue the training of employees in the Reprographics Section including the Electrostatic and Diazo Unit. Company also agreed that if a Senior Reprographics Operator does not receive cross training, that employee will not be bypassed for promotion or a lateral move.

2. Clerical Work by the Senior Reprographics Operators

Company agreed that clerical work performed by Senior Reprographics Operators should be limited to their areas of responsibility.

3. Communications

Company agreed to further improve communication with all employees, particularly those in lead classifications, and especially in the area of any chemical problems within the Section.

4. Guidelines for Lateral Moves on the Same Shift

Ms. Dorothy Fortier, plus one or two other Union employees will meet with Mr. R. L. Caracristi to work out specific guidelines that will not impair necessary operating flexibility.

5. Flexitime for Operators and Clerical Employees

The Company did not agree to flexitime scheduling.

6. Gildford-Zimmerman Mechanical Knowledge Test

Employees will be allowed two opportunities to take the Gildford-Zimmerman Mechanical Knowledge Test with a three-month minimum interim between tests if an employee fails the first test.

7. Clarification of Leadman Responsibilities

Attached is Company's and Union's agreement concerning leadman responsibilities.

8. Wages and Wage Progression

It was agreed to change the Reprographics Job Coordinator from a wage range structure presently \$531.65 to \$571.20 to a two-year wage progression structure as follows:

4906	Reprographics Job Coordinator	Start	-	[\$551.25]
		End 6 Mos.	-	[ 563.20]
		End 1 Yr.	-	[ 575.20]
		End 18 Mos.	-	[ 585.15]
		End 2 Yrs.	-	[ 597.20]

The present Job Coordinator will automatically receive the revised top rate of pay (\$597.20).

9. Add a Two-Year Step to Senior Reprographics Operator (Change of Wage Structure)

7003	Sr. Reprographics Operator	Start	-	\$526.35
		End 6 Mos.	-	536.65
		End 1 Yr.	-	552.95
		End 18 Mos.	-	[567.20]
		End 2 Yrs.	-	[584.15]

All present employees who are receiving the top rate of pay (18-month step) will automatically receive the revised top rate of pay; end of two years (\$584.15).

10. Shorten the Time Progression for Commercial Photographer from 42 Months to a Two-Year Progression (Change of Wage Structure)

This classification will also have the same wage structure as Senior Reprographics Operator as follows:

7110	Commercial Photographer	Start	-	\$526.35
		End 6 Mos.	-	536.65
		End 1 Yr.	-	552.95
		End 18 Mos.	-	[567.20]
		End 2 Yrs.	-	[584.15]

All present employees who are at the 18-month step or two-year step will automatically receive the revised pay rate for these steps.

Further, those employees presently classified as Commercial Photographer will maintain their current rate of pay if they are above the new \$584.15 per week rate. Those employees will also receive general increases based on their present top rate of pay; i.e., if a Commercial Photographer is presently receiving \$619.15 per week (top rate of pay at end of 42 months, former wage structure) such employee will receive a general increase based on that rate of pay.

New [ ]

Further, Commercial Photographers and Senior Reprographics Operators, for bidding purposes, will be considered as next lower in the line of progression to Job Coordinator. The Job Coordinator will also have expanded bidding rights to Operating Clerical positions. Therefore, the asterick and parenthesis, plus the note limiting Reprographic Job Coordinator's bidding rights, will be deleted (see attached).

11. Three-Year Step Added to Reprographics Operator A

A three-year step will be added to Reprographics Operator A as follows:

7004 Reprographics Operator A	Start	- \$463.50
	End 6 Mos.	- 484.85
	End 1 Yr.	- 494.75
	End 18 Mos.	- 505.15
	End 2 Yrs.	- 515.30
	End 30 Mos.	- 526.35
	End 3 Yrs.	- [536.65]

All present employees who are at the 30-month step will automatically receive the revised pay rate; end of three years (\$536.65)

This agreement will become effective on the date that it is signed by both Company and Union.

If you are in accord with the foregoing and the attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *Al Bonbright*  
Manager of Industrial Relations

The Union is in accord with the foregoing and the attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Oct 12, 1984

By *Jack Wuker*  
Business Manager

Senior Reprographics Operator and Commercial Photographer

Employees in these positions will be responsible for training, performing lead functions, and the performance of all duties of a Reprographics Operator/Commercial Photographer and related clerical duties. The Senior Reprographics Operator and the Commercial Photographer will continue to perform those specific duties that have historically been assigned to the classifications.

OPERATING LINES OF PROGRESSION

- 2723 SENIOR OPERATING CLERK II - ELECTRIC AND STEAM  
 2726 SENIOR OPERATING CLERK II - COMBINATION  
 2643 SENIOR OPERATING CLERK II - GAS, P.L.O.  
 2644 SENIOR OPERATING CLERK II - GENERAL SERVICES, DESIGN DRAFTING, G.O. BUILDING DEPARTMENT,  
 MATERIALS DISTRIBUTION DEPARTMENT, REPROGRAPHICS  
 2645 SENIOR OPERATING CLERK-STENO II (80 w.p.m. shorthand, 50 w.p.m. typing required)  
 2646 SENIOR OPERATING CLERK-TYPIST II (55 w.p.m. typing required)

Next Lower Classifications

- 2789 Senior Operating Clerk I - Electric and Steam  
 2793 Senior Operating Clerk I - Combination  
 2651 Senior Operating Clerk I - Gas, P.L.O.  
 2652 Senior Operating Clerk I - General Services, Design Drafting, G.O. Building Department, Materials Distribution Department, Reprographics  
 2659 Senior Operating Clerk I-Truck Dispatcher (San Francisco Division Only)  
 2654 Senior Operating Clerk-Steno I  
 2655 Senior Operating Clerk-Typist I  
 \*0250 Foreman's Clerk (2723 Sr Op Clk II - Electric and Steam; 2726 Sr Op Clk II-Combination; 2645 Sr Op Clk-Steno II; 2646 Sr Op Clk-Typist II)  
 \*0247 Field Clerk - Water (2723 Sr Op Clk II - Electric and Steam; 2726 Sr Op Clk II-Combination; 2645 Sr Op Clk-Steno II; 2646 Sr Op Clk-Typist II)  
 \*0254 Utility Foreman's Clerk (2723 Sr Op Clk II- Electric and Steam; 2726 Sr Op Clk II-Combination; 2645 Sr Op Clk-Steno II; 2646 Sr Op Clk-Typist)

Same or Higher Classifications

- 2723 Senior Operating Clerk II - Electric and Steam  
 2726 Senior Operating Clerk II - Combination  
 2643 Senior Operating Clerk II - Gas, P.L.O.  
 2644 Senior Operating Clerk II - General Services, Design Drafting, G.O. Building Department, Materials Distribution Department, Reprographics  
 2645 Senior Operating Clerk-Steno II  
 2646 Senior Operating Clerk-Typist II  
 0243 Senior Field Clerk - G.C.  
 0263 Senior Hydro Clerk  
 0290 Senior Plant Clerk  
 0310 Senior Shop Clerk - G.C.  
 \*0253 Foreman's Clerk (2723 Sr Op Clk II - Electric and Steam; 2726 Sr Op Clk II-Combination; 2645 Sr Op Clk-Steno II; 2646 Sr Op Clk-Typist II)

4906 JOB COORDINATOR, REPROGRAPHICS

\*Only pre-bids to those classifications listed in parentheses will be considered (18.4).

2789 SENIOR OPERATING CLERK I - ELECTRIC & STEAM (continued)  
2793 SENIOR OPERATING CLERK I - COMBINATION  
2651 SENIOR OPERATING CLERK I - GAS, PLO  
2652 SENIOR OPERATING CLERK I - GENERAL SERVICES, DESIGN DRAFTING, G.O. BUILDING DEPARTMENT,  
MATERIALS DISTRIBUTION DEPARTMENT, REPROGRAPHICS  
2654 SENIOR OPERATING CLERK-STENO I  
2655 SENIOR OPERATING CLERK-TYPIST I  
2696 SENIOR STENOGRAPHER

Same or Higher Classification (continued)

0243 Senior Field Clerk - G.C.  
0244 Field Clerk - G.C.  
\*0290 Senior Plant Clerk (2789 Sr Op Clk I - Electric and Steam; 2793 Sr Op Clk I - Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist I; 2696 Sr Steno)  
\*0293 First Plant Clerk (2789 Sr Op Clk I - Electric and Steam; 2793 Sr Op Clk I - Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist I; 2696 Sr Steno)  
\*0263 Senior Hydro Clerk (2789 Sr Op Clk I - Electric and Steam; 2793 Sr Op Clk I - Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist; 2696 Sr Steno)  
\*0264 First Hydro Clerk (2789 Sr Op Clk I - Electric and Steam; 2793 Sr Op Clk I - Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist; 2696 Sr Steno)  
\*0310 Senior Shop Clerk - G.C. (2652 Sr Op Clk I - General Services, Design Drafting, General Office Building, Materials Distribution Department; 2793 Sr Op Clk I-Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist I; 2696 Sr Steno)  
\*0313 First Shop Clerk - G.C. (2652 Sr Op Clk I - General Services Design Drafting, General Office Building Department; Materials Distribution Department; 2793 Sr Op Clk I - Combination; 2654 Sr Op Clk-Steno I; 2655 Sr Op Clk-Typist I; 2696 Sr Steno)

4906. JOB CARDING, REPROGRAPHICS

\*Only pre-bids to those classifications listed in parentheses will be considered (18.4).

2662 OPERATING CLERK  
 2664 OPERATING CLERK - STENO (80 w.p.m. shorthand and 50 w.p.m. typing required)  
 2667 OPERATING CLERK - TYPIST (55 w.p.m. typing required)  
 2674 STENOGRAPHER (80 w.p.m. shorthand and 50 w.p.m. typing required)  
 2698 TELEPHONE PBX OPERATOR - OPERATING

Next Lower Classifications

2676 Utility Clerk - Operating  
 2680 Utility Clerk - Steno - Operating  
 2684 Utility Clerk - Typist - Operating  
 2688 Utility Steno - Operating  
 2690 Utility Typist  
 2687 Utility Telephone PBX Operator-Operating  
 2823 Telephone PBX Operator-Operating  
 2881 Clerk D - Operating (Incumbent Only)  
 2886 Clerk Steno D - Operating (Incumbent Only)  
 2891 Clerk Typist D - Operating (Incumbent Only)  
 2844 Steno C - Operating  
 2863 Typist A - Operating

Same or Higher Classifications

2723 Senior Operating Clerk II - Electric and Steam  
 2726 Senior Operating Clerk II - Combination  
 2643 Senior Operating Clerk II - Gas, P.L.O.  
 2644 Senior Operating Clerk II - General Services, Design Drafting, G.O. Building Department, Materials Distribution Department, Reprographics  
 2645 Senior Operating Clerk - Steno II  
 2646 Senior Operating Clerk - Typist II  
 2651 Senior Operating Clerk I - Gas, P.L.O.  
 2652 Senior Operating Clerk I - General Services, Design Drafting, G.O. Building Dept., Materials Distribution Dept., Reprographics  
 2654 Senior Operating Clerk - Steno I  
 2655 Senior Operating Clerk - Typist I  
 2789 Senior Operating Clerk I - Electric and Steam  
 2793 Senior Operating Clerk I - Combination  
 2662 Operating Clerk  
 2664 Operating Clerk - Steno  
 2667 Operating Clerk - Typist  
 2696 Senior Steno - Operating  
 2674 Steno - Operating  
 2698 Telephone PBX Operator - Operating  
 0250 Foreman's Clerk  
 0253 Foreman's Clerk  
 0254 Utility Foreman's Clerk  
 0252 Assistant Foreman's Clerk  
 0247 Field Clerk - Water  
 0240 Field Clerk - Gas  
 0277 Parts Clerk  
 0243 Senior Field Clerk (G.C.)  
 0244 Field Clerk (G.C.)  
 ② 2906 Reprographics Job Coordinator (2662  
 Operating Clerk - Reprographics)

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\*Only pre bids to classifications listed in parentheses will be considered (10-4)

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